Texas Education Agency Standard Application System (SAS)

Program authority:	Th an	The Child Care and Development Block Grant Act of 2014 (CCDBG Act) and Texas Education Code (TEC) §29.158.				\ct)	FOR TEA USE ONLY Write NOGA ID here:				
Grant Period	Fe	February 1, 2017, to June 30, 2018. Pre-award costs are permitted from									
	A۷	ard Annou	ncement	Date to	February :	1, 2017.					
Application deadline:	5:0	0 p.m. Cer	itral Time	, Octob	er 25, 2016	5			Place date stamp here.		
Submittal						, printed on one					
information:						lue ink preferre		son	3	2015	
						ract. Application			1	100	1.1.
	rec					d time and date		SS:	4	4-44	
						of Grants Adm					* 4
		lex	as Educa		jency, 1701 n, TX 7870	North Congres	s Ave		· ·	žari, jam e	- 1, 1 · · · · · · · · · · · · · · · · ·
Contact information:	NA.	naia Olana							: 		
Contact Information:	IVIE	rnie Glase							` .		2007 2007 2007
			Sched	lule #1	<u> General</u>	<u>Information</u>			i	\)	(3) (3)
Part 1: Applicant Info	mati	on									٠.
Organization name County-Di		strict#					Ame	ndmer	nt #	****************	
Dallas ISD 057905			***************************************								
Vendor ID #				on #				1	DUNS#		
1756001278		10		*					96347		
Mailing address					····	City		State		ZIP C	
3700 Ross Avenue	****				***************************************	Dallas		TX		7520	4-
Primary Contact				***************************************	***************************************						
First name			M.I.	~~~~	name	***************************************	Title				
Derek			G				ssistant Superintendent, Early earning				
Telephone #		Email address		FAX#	FAX #						
972.925.6770			delittle@dallasisd.org								
Secondary Contact											
First name		M.I.	Last	Last name T		Title	3				
Monica					Direct	ector, Early Learning					
Telephone #				Email address FAX #							
972.925.6770 moramirez@dallasisd.org											

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable federal and state laws and regulations, application guidelines and instructions, the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules attached as applicable. It is understood by the applicant that this application constitutes an offer and, if accepted by the Agency or renegotiated to acceptance, will form a binding agreement.

Aut	ho	rize	d O	ffic	ial

Signature (blue ink preferreg

First name James

Telephone # 972.925.3655 M.I. Last name

Terry

Email-address

JATERRY@dallasisd.org

Chief Financial Officer

114 2016

Date signed

Only the legally responsible party may sign this applica-

701-16-109-005

RFA #701-16-109; SAS #226-17 2016-2018 PreK Partnership Planning Grants Page 1 of 31

Schedule #1—General Inform	ation			
County-district number or vendor ID: 057905	Amendment # (for amendments only):			
Part 3: Schedules Required for New or Amended Applications				

An X in the "New" column indicates a required schedule that must be submitted as part of any new application. The applicant must mark the "New" checkbox for each additional schedule submitted to complete the application. For amended applications, the applicant must mark the "Amended" checkbox for each schedule being submitted as part of the amendment.

Schedule	Schedule Name	Application Type		
#	Schedule Name	New	Amended	
1	General Information		\boxtimes	
2	Required Attachments and Provisions and Assurances	\boxtimes	N/A	
3	Certification of Shared Services			
4	Request for Amendment	N/A	\boxtimes	
5	Program Executive Summary			
6	Program Budget Summary			
7	Payroll Costs (6100)	See		
8	Professional and Contracted Services (6200)	Important		
9	Supplies and Materials (6300)	Note For		
10	Other Operating Costs (6400)	Competitive		
11	Capital Outlay (6600)	Grants*		
12	Demographics and Participants to Be Served with Grant Funds			
13	Needs Assessment			
14	Management Plan			
15	Project Evaluation			
18	Equitable Access and Participation			

*IMPORTANT NOTE FOR COMPETITIVE GRANTS: Schedules #7, #8, #9, #10 and #11 are required schedules if any dollar amount is entered for the corresponding class/object code on Schedule #6—Program Budget Summary. For example, if any dollar amount is budgeted for class/object code 6100 on Schedule #6—Program Budget Summary, then Schedule #7—Payroll Costs (6100) is required. If it is either blank or missing from the application, the application will be disqualified.

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Via telephone/fax/email (circle as appropriate)	By TEA staff person:

Schedule #2—Required Attachments and Provisions and Assurances				
County-district number or vendor ID: 057905 Amendment # (for amendments only):				
Part 1: Required Attachments				

The following table lists the fiscal-related and program-related documents that are required to be submitted with the application (attached to the back of each copy, as an appendix).

#	Applicant Type	Name of Required Fiscal-Related Attachment			
No	lo fiscal-related attachments are required for this grant.				
#	Name of Required Program-Related Attachment	Description of Required Program-Related Attachment			
1.	A signed letter of intent from both parties; Local Education Agency and a Texas Rising Star 4 provider. See page 15 of the Program Guidelines for additional information.				
Par	Part 2: Acceptance and Compliance				

By marking an X in each of the boxes below, the authorized official who signs Schedule #1—General Information certifies his or her acceptance of and compliance with all of the following guidelines, provisions, and assurances.

Note that provisions and assurances specific to this program are listed separately, in Part 3 of this schedule, and require a separate certification.

x	Acceptance and Compliance
\square	I certify my acceptance of and compliance with the General and Fiscal Guidelines.
	I certify my acceptance of and compliance with the program guidelines for this grant.
	I certify my acceptance of and compliance with all General Provisions and Assurances requirements.
\boxtimes	I certify that I am not debarred or suspended. I also certify my acceptance of and compliance with all Debarment and Suspension Certification requirements.
\boxtimes	I certify that this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance of and compliance with all <u>Lobbying Certification</u> requirements.

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Schedule #2—Required Attachments a	and Provisions and Assurances			
County-district number or vendor ID: 057905	Amendment # (for amendments only):			
Part 3: Program-Specific Provisions and Assurances				

oxtimes I certify my acceptance of and compliance with all program-specific provisions and assurances listed below.

\bowtie	I certify my acceptance of and compliance with all program-specific provisions and assurances listed below.
#	Provision/Assurance
1.	The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this grant will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy. The applicant provides assurance that the application does not contain any information that would be protected by
2.	the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
3.	Districts or charter campuses will be required to initiate and implement a minimum of one contractual preK partnership with a TRS 4 provider/s within 6-18 months of receiving grant approval. If a minimum of one contractual agreement is initiated, a district or charter may also use the funding to expand SRI partnerships.
4.	Each contractual agreement for provision of preK 3 and 4 by private provider must include at least one of the following: a) District Charter b) District of Innovation c) Contract for Educational Services
5.	SRI expansion must include provision of: a) Curriculum and progress monitoring tool for prekindergarten students served in the private child care center b) Shared professional development and training for private child care center including but not limited to use of CLASS (Classroom Assessment Scoring System) and review of prekindergarten guidelines for improving teacher instruction
6.	Every grant application must include planning for at least one contractual agreement with a TRS 4 private provider and include a letter of intent signed by a TRS 4 provider to be considered for the grant.
7.	The applicant shall agree to contract with a TRS 4 provider for a minimum of 3 years given the private provider continues to maintain TRS 4 status and perform at identified levels of performance as agreed to within the contract.
8.	The applicant will use the grant funding to plan and implement a minimum of one 3 year contractual agreement with a TRS 4 private provider and, if intended, expand SRI partnerships.
9.	The applicant will use the grant funding, if intending to expand SRI, to include curriculum, professional development for private provider staff, and use of student progress monitoring in.
10.	The applicant will use the funding to implement use of the CLASS to inform instructional coaching to prekindergarten teachers.
11.	The applicant will use the funding to align or purchase curriculum for the private provider/s.
12.	The applicant will use the funding to provide early childhood professional development, that is being offered to district educators, to TRS 4 providers and other TRS 2 and TRS 3 level providers in the community.
13.	The applicant will use the funding to develop a sustainability plan for continuation and expansion of partnerships after the grant period.
14.	The applicant will use the funding to provide for a prekindergarten student progress monitoring tool within partner provider classrooms.
15.	The applicant will evaluate student outcomes with use of results from a Kindergarten Readiness assessment.
16.	The applicant will include students enrolled in 3 and 4 yr old private provider classrooms in the PEIMS data submission for the district.
17.	The applicant will implement the compliance and monitoring tool provided by Texas Education Agency a minimum of two times a year to assist with monitoring private providers for compliance and identification of effective practices.

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Schedule #5—Program Executive Summary

County-district number or vendor ID: 057905

Amendment # (for amendments only):

Provide a brief overview of the program you plan to deliver. Refer to the instructions for a description of the requested elements of the summary. Response is limited to space provided, front side only, font size no smaller than 10 point Arial.

In 2014, Dallas ISD set out on a commitment to ensure all children enter kindergarten ready to succeed, which would require tremendous effort throughout the community since less than 50% of kindergartners were ready in 2014. The strategic plan developed in 2014 and community commitment has led the district in the past two years to intensify it's early learning efforts across four key strategies:

- Increasing ACCESS to PreK for eligible three- and four-year-olds;
- 2) Boosting parental DEMAND for PreK;
- 3) Improving QUALITY with research-proven efforts; and
- 4) Extending the CONTINUUM OF CARE via community resources to support children from birth.

Though significant work remains, Dallas ISD and the community have made substantive progress. Key highlights include:

- Increasing access and demand resulting in a more than 10% increase in the number of children enrolled in PreK, with Dallas ISD serving more than 11,000 children in PreK in 2016-17 for the first time in the district's history.
- Improving kindergarten readiness by 13 percentage points from 2013-14 to 2015-16 through investments in jobembedded coaching, professional development, and the use of the Classroom Assessment Scoring System (CLASS).
- Launching, with the support of HB4, a robust, comprehensive strategy for family and community engagement, building on the ongoing success of two key existing family support programs in the district, HIPPY and AVANCE.

These efforts and the ambitious goal of preparing every kindergartner for success have not been limited to Dallas ISD campuses. The district has a long, successful history of partnering with community organizations to collaboratively offer PreK options to families. Currently, Dallas ISD has three partnership programs:

- 1) SRI partnership includes 21 community provider sites, 101 classrooms, and roughly 1,800 PreK students;
- Head Start Collaboratives (Contract for Educational Services) partnership in which Head Start of Greater Dallas and Dallas ISD jointly operate and fund 16 classrooms located in five Dallas ISD elementary schools, serving roughly 275 students; and
- 3) **PreK Partnership** (Contract for Educational Services) partnership with Vogel Alcove in which Dallas ISD passes through 90% of ADA for the 51 PreK students experiencing homelessness served at Vogel Alcove.

Combined, Dallas ISD is working collaboratively with partners to serve nearly 2,000 PreK students, representing nearly 20% of all PreK students enrolled in the district. However, the district and community are deeply interested and strongly committed to further expanding opportunities for families to receive the many benefits that come through enrolling in a partnership classroom.

In June 2016, the Dallas ISD Board of Trustees formed an advisory council on PreK partnerships. Each trustee appointed a representative to the advisory council which was joined with key community-wide contributors and staffed by the Dallas ISD Early Learning team. This advisory council is organized around three clear objectives that will lead to expanded partnership opportunities and more beneficial partnership models:

- 1) Develop a simple message on the benefits and community purpose of early learning partnerships;
- 2) Create a shared expectation of quality for partners; and
- 3) Recommend partnership models that benefit children, families, and providers.

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Schedule #5—Program Executive Summary (cont.)

County-district number or vendor ID: 057905

Amendment # (for amendments only):

Provide a brief overview of the program you plan to deliver. Refer to the instructions for a description of the requested elements of the summary. Response is limited to space provided, front side only, font size no smaller than 10 point Arial.

This application reflects the work of the advisory council and strong recognition of the benefits of partnerships to children and families, partners, and Dallas ISD: Some of these benefits, agreed upon by the advisory council, include:

- Children and Families: Partnerships provide: families more options for PreK, better accommodating children's
 need for care and education for full work day schedules; locations that can serve multiple children in the family
 (e.g., one-year-old and four-year-old); and quality benefits for younger children served at the partner site, with
 potentially more infants and toddler served and more children in before- and after-care without having to be
 transported back and forth between multiple providers;
- Providers: Partnerships provide: partners with quality benefits, including a certified teacher provided by Dallas ISD, curriculum if needed, professional development, CLASS observations, and coaching support; enhanced recruiting support by Dallas ISD targeting increased enrollment at the partner site; and quality benefits for younger children served at the partner site; and
- **Dallas ISD**: Partnerships provide: increased opportunities to build relationships with families and serve PreK children, increasing K-12 enrollment for the district long-term; high-quality options for younger children, leading to improved kindergarten readiness in the long-term; and a more stable, viable early learning community.

With these clear, compelling benefits, the advisory council is seeking to do the following, with grant support:

- 1) Continuing the Contract for Educational Services option for partners, whereby 90% of ADA is passed through to providers
 - The current partnership with Vogel Alcove will continue and grant funding will not supplant any funding used for that current contract
- 2) Expanding and enhancing SRI through the launch of SRI PLUS, which is not a 90% pass-through model. SRI PLUS will maintain the existing core components of SRI (certified teacher from Dallas ISD, curriculum if needed, coaching support, professional development, CLASS and quality data) and will add the following PLUS components:
 - Teacher Quality Investment: each partner co-teacher (i.e., the teacher provided by the partner for the partnership classroom) will receive a stipend of \$5,000 to recognize the professional work they do, help stabilize the workforce in partner sites and reduce turnover, and incentivize quality commitment. This \$5,000 will bring the co-teacher salary to rough parity with the salary Dallas ISD pays to its teaching assistants.
 - Support for Sustainability: each partner will receive a per classroom allocation (i.e., each partnership classroom not every classroom at the partner site) that will enhance the sustainability of the partnership and the early learning center's operations. This support allocation will cover some of the costs incurred by partnering with Dallas ISD including, but not limited to: administrative overhead and time investment, and operational costs. It is clear that there are structural concerns exacerbating the difficulty of owning and operating a sustainable, quality child care center and the partnership support for sustainability allocation will help alleviate some, but not all, of those challenges.
- 3) Exploring other quality and sustainability investments including: curriculum, instructional resources, materials and supply supports for partners; family and community engagement supports for partners; operational supports for partners (e.g., back office HR, payroll, procurement, etc.), and other potential needs identified by partners and/or the advisory council.

Dallas ISD looks forward to continuing to improve the overall community outcomes for children and families through increased collaboration with community-based providers. For the 2017-18 school year, Dallas ISD would like to expand its partnerships by as many as 30 new partner classrooms in TRS 4 provider sites through support provided by this grant, which could serve up to 550 additional PreK students.

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6493

arrangements

Enter the total grant amount requested:

Schedule #6—Program Budget Summary County-district number or vendor ID: 057905 Amendment # (for amendments only): Program authority: The Child Care and Development Block Grant Act of 2014 (CCDBG) and Texas Education Code (TEC) §29.158 Grant period: February 1, 2017, to June 30, 2018. Pre-award costs are permitted from Award Announcement Date to Fund code/shared services arrangement code: 203/292 February 1, 2017. **Budget Summary** Class/ Total Pre-Program Schedule # Title Object **Admin Cost** Budgeted Award Cost Code Cost Cost Schedule #7 Payroll Costs (6100) 6100 \$49.500 \$0 \$49,500 \$ Professional and Contracted Schedule #8 6200 \$175,000 \$0 \$175,000 \$ Services (6200) Schedule #9 Supplies and Materials (6300) 6300 \$ \$39,000 \$0 \$39,000 Schedule #10 Other Operating Costs (6400) 6400 \$165,000 \$0 \$165,000 S Schedule #11 Capital Outlay (6600) 6600 \$0 \$0 \$0-\$ Total direct costs: \$ \$428,500 \$0 \$428,500 Percentage% indirect costs (see note): N/A \$21,425 \$ \$ Grand total of budgeted costs (add all entries in each column): \$428,500 \$21,425 \$449,925 \$

NOTE: Indirect costs are calculated and reimbursed based on actual expenditures when reported in the expenditure reporting system, regardless of the amount budgeted and approved in the grant application. If indirect costs are claimed, they are part of the total grant award amount. They are not in addition to the grant award amount.

Shared Services Arrangement

Administrative Cost Calculation

\$0

\$0

\$0

\$

\$429,000

×.05

\$21,450

Payments to member districts of shared services

Percentage limit on administrative costs established for the program (5%):

This is the maximum amount allowable for administrative costs, including indirect costs:

Multiply and round down to the nearest whole dollar. Enter the result.

Indirect costs are not required to be budgeted in the grant application in order to be charged to the grant. Do not submit an amendment solely for the purpose of budgeting indirect costs.

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	***************************************	Schedule #7—Payroll	Costs (6100)	THE COMMON THE COMMON THREE COM		
Cou	ınty-disti	rict number or vendor ID: 057905	Amen	dment # (for a	mendments o	nly):
		Employee Position Title	Estimated # of Positions 100% Grant Funded	Estimated # of Positions <100% Grant Funded	Grant Amount Budgeted	Pre- Award
Aca	ıdemic/l	nstructional	eu lucione manera.	L		
1	Teach	er				\$
2	Educat	tional aide			\$	\$
3	Tutor				\$	\$
Pro	gram M	anagement and Administration				
4	Projec	t director			\$	\$
5	Projec	t coordinator			\$	\$
6	Teach	er facilitator			\$	\$
7	Teach	er supervisor			\$	\$
8	Secret	ary/administrative assistant			\$	\$
9		ntry clerk			\$	\$
10	Grant	accountant/bookkeeper			\$	\$
11	Evalua	tor/evaluation specialist			\$	\$
Aux	ciliary					
12	Couns	elor			\$	\$
13	Social	worker			\$	\$
14	Comm	unity liaison/parent coordinator			\$	\$
Oth	er Emp	loyee Positions				
15		ement, Recruiting and Enrollment Support nunity Liaison)	1		\$45,000	\$
16	Title				\$	\$
17	Title				\$	\$
18			Subtotal em	ployee costs:	\$45,000	\$
Sub	stitute,	Extra-Duty Pay, Benefits Costs				
19	6112	Substitute pay			\$	\$
20	6119	Professional staff extra-duty pay		NN001111111111111111111111111111111111	\$	\$
21	6121	Support staff extra-duty pay			\$	\$
22	6140	Employee benefits		***************************************	\$4,500	\$
23		Subtotal substitu	ite, extra-duty, l	enefits costs	\$4,500	\$
24	Grand	d total (Subtotal employee costs plus subtotal sub	stitute, extra-d	uty, benefits costs):	\$49,500	\$

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	Schedule #8—Professional and Contracted Services (6200)				
Cou	County-district number or vendor ID: 057905 Amendment # (for amendments only):				
NO.	NOTE: Specifying an individual vendor in a grant application does not meet the applicable requirements for sole-source				
prov	iders. TEA's approval of such grant applications does not constitute approval of a sole-so				
	Professional and Contracted Services Requiring Specific Appro		A		
	Expense Item Description	Grant Amount Budgeted	Pre-Award		
	Rental or lease of buildings, space in buildings, or land				
626	Specify purpose:	\$	\$		
	a. Subtotal of professional and contracted services (6200) costs requiring specific approval:	\$	\$		
	Professional and Contracted Services				
#	Description of Service and Purpose Grant				
1	Support for Sustainability – administrative, overhead, and operational cost allocation to partners to stabilize and sustain the partnership	\$150,000	\$		
2	· · · · · · · · · · · · · · · · · · ·		\$		
3 \$			\$		
4		\$	\$		
5		\$	\$		
6		\$	\$		
7		\$	\$		
8		\$	\$		
9		\$	\$		
10		\$	\$		
11		\$	\$		
12		\$	\$		
13		\$ \$	\$ \$		
14					
	b. Subtotal of professional and contracted services:	\$175,000	\$		
	 Remaining 6200—Professional and contracted services that do not require specific approval: 	\$	\$		
	(Sum of lines a, b, and c) Grand total	\$175,000	\$		

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	Schedule #9—Supplies and Materials (6300)		
County	y-District Number or Vendor ID: 057905 Amendment number (for	amendments	only):
	Supplies and Materials Requiring Specific Approval		
	Expense Item Description	Grant Amount Budgeted	Pre- Award
6300	Total supplies and materials that do not require specific approval:	\$39,000	\$
CONTRACTOR	Grand total:	\$39,000	\$

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	Schedule #10—Other Operating	Costs (6400)		
County-District Number or Vendor ID: 057905 Amendment number (for amendments only			only):	
	Expense Item Description		Grant Amount Budgeted	Pre-Award
6413	Stipends for non-employees other than those included in 6419		\$165,000	\$
Non-employee costs for conferences. Requires authorization in writing.		\$	\$	
	Subtotal other operating costs requir	ing specific approval:	\$	\$
	Remaining 6400—Other operating costs that do not requ	ire specific approval:	\$	\$
Qeogus ima antid (Atabusta		Grand total:	\$165,000	\$

In-state travel for employees does not require specific approval.

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	Schedule #11—	Capital Outlay (<u>6600)</u>	600 - 600	
Coun	County-District Number or Vendor ID: 057905 Amendment number (for amendments only):				
#	Description and Purpose	Quantity	Unit Cost	Grant Amount Budgeted	Pre-Award
6669-	 Library Books and Media (capitalized and conti 	rolled by library			
1		N/A	N/A	\$	\$
66XX	—Computing Devices, capitalized				
2			\$	\$	\$
3			\$	\$	\$
4			\$	\$	\$
5			\$	\$	\$
6			\$	\$	\$
7			\$	\$	\$
8			\$	\$	\$
9			\$	\$	\$
10			\$	\$	\$
11			\$	\$	\$
66XX	—Software, capitalized				
12			\$	\$	\$
13			\$	\$	\$
14			\$	\$	\$
15			\$	\$	\$
16			\$	\$	\$
17			\$	\$	\$
18		**************************************	\$	\$	\$
66XX	Equipment, furniture, or vehicles	4	<u> </u>	······································	
19			\$	\$	\$
20			\$	\$	\$
21			\$	\$	\$
22		The second secon	\$	\$	\$
23			\$	\$	\$
24			\$	\$	\$
25			\$	\$	\$
26			\$	\$	\$
27			\$	\$	\$
28			\$	\$	\$
66XX	-Capital expenditures for additions, improveme	nts, or modifica	tions to capital	assets that ma	aterially
	ase their value or useful life (not ordinary repairs				-
29				\$	\$
		000 HT 200 TO THE TOTAL THE THE THE TOTAL THE	Grand total:	\$	\$

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Schedule #12—Demographics and Participants to Be Served with Grant Funds

County-district number or vendor ID: 057905

Amendment # (for amendments only):

Part 1: Student Demographics. Enter the data requested for the population to be served by this grant program. If data is not available, enter DNA. Use the comments section to add a description of any data not specifically requested that is important to understanding the population to be served by this grant program.

Total district enro	liment:		158,000				
Category Number Percentage		Percentage	Category	Percentage			
African American	35,606	22.5%	Attendance rate	>90%			
Hispanic	110,897	70.2%	Annual dropout rate (Gr 9-12)	DNA%			
White	7,739	4.9%	Students taking the ACT and/or SAT	DNA%			
Asian	2,186	1.4%	Average SAT score (number value, not a percentage)	DNA			
Economically disadvantaged	131,151	83.0%	Average ACT score (number value, not a percentage)	DNA			
Limited English proficient (LEP)	69,413	43.9%					
Disciplinary placements	DNA	%					

Comments

In current SRI partnerships, the African American percentage served increases to more than 50%.

Part 2: Teacher Demographics. Enter the data requested. It data is not available, enter DIVA.

Category	Number	Percentage	Category	Number	Percentage
African American	DNA	DNA %	No degree	DNA	DNA %
Hispanic	DNA	DNA %	Bachelor's degree	DNA	DNA %
White	DNA	DNA %	Master's degree	DNA	DNA %
Asian	DNA	DNA %	Doctorate	DNA	DNA %
1-5 years exp.	DNA	DNA %	Avg. salary, 1-5 years exp.	DNA	N/A
6-10 years exp.	DNA	DNA %	Avg. salary, 6-10 years exp.	DNA	N/A
11-20 years exp.	DNA	DNA %	Avg. salary, 11-20 years exp.	DNA	N/A
Over 20 years exp.	DNA	DNA %	Avg. salary, over 20 years exp.	DNA	N/A

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Scheo	lule #12	:—Der	nogra	phics	and P	articipa	ants to	Be So	erved :	with G	rant F	unds (cont.)		
County-district numb	er or ve	ndor II	D: 0579	905								r amer			
Part 3: Students to						nter the	e numb	er of s	tudent	s in ea	ch gra	de, by	type of	schoo	ત્રી,
projected to be serve		r the gi	rant pr	ogram	<u>.</u>	Т	T	7	1	T	T	T	Τ	7~~~~	T
School Type	PK (3-4)	К	1	2	3	4	5	6	7	8	9	10	11	12	Total
Public										2.20.5	2 0 0				
Open-enrollment charter school															
Public institution															
Private nonprofit	550														550
Private for-profit															
TOTAL:							0.00								
Part 4: Teachers to projected to be serve						inter the	e numk	per of t	eacher	s, by g	rade a	ind type	e of sc	hool,	
School Type	PK (3-4)	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Public	30						8.50								30
Open-enrollment charter school															
Public institution															
Private nonprofit	30														30
Private for-profit															
TOTAL:			100.70												
		F	art 5:	Camp	uses	to Be S	erved	with (Grant I	Funds					
Campus	Name					Cam	pus #				S	electio	on Crit	eria	
N/A			N/A					No Dallas ISD campus will be directly involved as all students will be served at a partnership site.							
									NG OOLAN MARKANIA						
								- Lancarrotte							
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Sched	IIIE #	13N	eeds A	ssessment

County-district number or vendor ID: 057905

Amendment # (for amendments only):

Part 1: Process Description. A needs assessment is a systematic process for identifying and prioritizing needs, with "need" defined as the difference between current achievement and desired or required accomplishment. Describe your needs assessment process, including a description of how needs are prioritized. Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

Dallas ISD, in partnership with community organizations, has been exploring how to systematically improve the entire early learning system in Dallas. This needs assessment has included the following:

- Landscape analysis conducted by Dallas ISD, supported by community investment, in 2014, leading to the Dallas early learning plan;
- Seat analysis and demographic study revealing that there are nearly 10,000 eligible three-year-olds currently not enrolled in a PreK program;
- The partnership advisory council has been working since June to understand the dynamics and challenges faced by the child care community, as it relates to enrollment, funding, operations, human capital, etc.;
- Listening tour with interested child care providers to uncover current challenges with pursuing partnerships and potential solutions to creating strong, sustainable partnership models;
- Focus groups and discussions with campus principals, community members, and district leaders, supporting the launch of three-year-old programs in Dallas ISD and a pilot tuition-based program this school year;
- Seat analysis and mapping exercise for Dallas resulting in an interactive map that community organizations can use to see where child care providers and district classrooms are located along with other community services;
- Recognition of a broader community convening group to increase collaboration and connection among
 previously disparate providers, resulting in the launch of Early Matters Dallas, a broad-based coalition of
 business, civic, education, philanthropic and nonprofit organizations and volunteers, working together to raise
 awareness about the importance of high quality early education for a strong economy tomorrow; and
- Recognition of the need to create a forum for community organizations focused on early learning to collaborate, resulting in the launch of the Early Matters Alignment Council.

Dallas, as a community, is hyper-focused on improving the quality of care and education for young children and ensuring students can read on grade level by third grade. There are numerous organizations working collaboratively to leverage resources and impact to further improve supports for children and families. This grant, and the partnerships it will support, are a critical piece of that work.

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Schedule #13—Needs Assessment (cont.)

County-district number or vendor ID: 057905

Amendment # (for amendments only):

Part 2: Alignment with Grant Goals and Objectives. List your top five needs, in rank order of assigned priority.

Describe how those needs would be effectively addressed by implementation of this grant program. Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

	pace provided, front side only. Use Arial font, no smaller	
#	Identified Need	How Implemented Grant Program Would Address
1.	Limited ACCESS for three- and four-year-old children to enroll in high-quality early learning programs.	The grant, by expanding partnerships between Dallas ISD and community-based providers, will increase access for families, particularly for three-year-olds, resulting in more children served in a high-quality PreK program. Additionally, the more child care providers serve three- and four-year-olds, the more they are able financially to increase access for infants and toddlers.
2.	Stifled DEMAND from families because current options may not meet their specific needs.	The grant will offer families new options which may be better suited to their specific needs. For example, students can enroll in the partnership but remain at the same child care provider site for before- and after-care without needed transportation. This provides a huge convenience and relief to families. Also, families can send all of their young children (e.g., one-year-old and three-year-old) to the same program.
3.	More sustainabile QUALITY early learning providers throughout the community.	The grant will make meaningful investments in quality in the community through supporting child care providers. The direct compensation support to child care teachers will help reduce turnover and incentivize quality. The support for sustainability allocation will help child care providers meet some of their operational costs thereby reducing some of fhe burden of operating a business that is often structurally and economically challenged. The enrollment support is also key.
4.	Shared QUALITY expectations across the community.	The grant will help bring more providers in Dallas to the same expectation of quality. Each participant will be using similar teacher:child ratios, using the same high-quality curriculum, receiving the same level of coaching support and professional development, and all anchoring their work around CLASS.
5.	Expanded CONTINUUM OF CARE for younger children.	The grant, by directly working in and supporting child care providers, will have positive effects on care for younger children (e.g., infants and toddlers). The ripple effects of the partnership will benefit children and families in the short-term and long-term. Additional children may be served and more may be served in before- and after-care.

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Schedule #14—Management Plan

County-district number or vendor ID: 057905 Amendment # (for amendments only):

Part 1: Staff Qualifications. List the titles of the primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program, along with desired qualifications, experience, and any requested certifications. Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

#	Title	Desired Qualifications, Experience, Certifications
1.	Assistant Superintendent, Early Learning	Currently a Dallas ISD staff member, not hired or funded under the grant. Desired qualifications include a bachelor's degree and demonstrated experience in the field.
2.	Director of Programs and Partnerships, Early Learning	Currently a Dallas ISD staff member, not hired or funded under the grant, has direct responsibility for all partnership and campus-based program offerings. Desired qualifications include a bachelor's degree and demonstrated experience in the field.
3.	Principal	Currently a Dallas ISD staff member, not hired or funded under the grant, serves as principal over all partnership programs, including the expanded classrooms. Desired qualifications include a bachelor's degree and demonstrated experience in the field.
4.	Community and Family Engagement Support (Community Liaison)	Grant-funded role (potentially temp, part time, or full time) that will focus on recruiting families for partnership opportunities and boosting enrollment overall. Desired qualificaitons include a bachelor's degree and demonstrated experience working with families.
5.		

Part 2: Milestones and Timeline. Summarize the major objectives of the planned project, along with defined milestones and projected timelines. Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

#	Objective		Milestone	Begin Activity	End Activity
		1.	Advisory Council reaches consensus on components of SRI PLUS	06/01/2016	11/31/2016
1.	Finalize new	2.	SRI PLUS contract template is finalized	09/01/2016	11/31/2016
1.	partnership model - SRI PLUS	3.		XX/XX/XXXX	XX/XX/XXXX
	- SKI FLUG	4.		XX/XX/XXXX	XX/XX/XXXX
		5.		XX/XX/XXXX	XX/XX/XXXX
		1.	Communication plan is developed for partnerships	11/01/2016	11/31/2016
	TRS 4 providers	2.	Communication plan is rolled-out to TRS 4	12/01/2016	02/01/2017
2.	are aware of new		providers in Dallas ISD boundaries		
	partnership opportunities	3.		XX/XX/XXXX	XX/XX/XXXX
		4.		XX/XX/XXXX	XX/XX/XXXX
				XX/XX/XXXX	XX/XX/XXXX
	Dallas ISD Launches process to select new providers	1.	Selection criteria is finalized	10/01/2016	12/31/2016
		2.	Selection process is launched	01/31/2017	02/28/2017
3.		3.		XX/XX/XXXX	XX/XX/XXXX
		4.		XX/XX/XXXX	XX/XX/XXXX
		5.		XX/XX/XXXX	XX/XX/XXXX
		1.	Registration and enrollment begins	04/01/2017	08/31/2017
	Dallas ISD	2.	Selection and hiring of teachers	04/01/2017	08/31/2017
4.	launches new	3.	Support for launch - PD, training, procurement, etc.	04/01/2017	ongoing
	partnerships	4.	CLASS observations occur	09/15/2017	ongoing
	•	5.		XX/XX/XXXX	XX/XX/XXXX
aineiuleum a	12	1.	Pursue data sharing agreements with all partners to	02/01/2017	08/31/2017
-	K-readiness		track k-readiness by provider type/location		
5.	qualitity analysis across all providers	2.	Communicate to non-partners benefit of tracking K-readiness city-wide for all providers	03/01/2017	12/31/2017

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County-district number or vendor ID: 057905

Amendment # (for amendments only):

Part 3: Feedback and Continuous Improvement. Describe the process and procedures your organization currently has in place for monitoring the attainment of goals and objectives. Include a description of how the plan for attaining goals and objectives is adjusted when necessary and how changes are communicated to administrative staff, teachers, students, parents, and members of the community. Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

Dallas ISD is committed to continuous quality improvement, and that is deeply embedded in the work of early learning. With the launch of the 2014 plan also came a stonger focus on data-driven instruction and leadership. This involves several components of review and continuous improvement:

- **Student level progress monitoring**: students are progress monitored throughout the year and that data informs the work of teachers and coaches in the classroom;
- Classroom level quality observations; every PreK classroom (both campus-based and partnership
 classrooms) are observed using CLASS. These observations are conducted by Southern Methodist University
 and are completed once in the fall and once in the spring. The data guides the work of the coaches and the
 overall professional development provided;
- **District level program evaluation**: the district's evaluation and assessment team conducts annual evaluations of early learning programs, providing public data to the board of trustees and the community on outcomes. This data guides the overall strategy used by early learning to improve kindergarten readiness and 2nd grade reading levels; and
- Community feedback: through multiple formal and informal settings the district and early learning team are receiving continual feedback on how to improve program quality and offerings to families.

Continuous improvement is a primary focus of the early learning work in Dallas ISD and there are ongoing efforts to strengthen the district's ability to collect, analyze, and use data to guide the work.

Part 4: Sustainability and Commitment. Describe any ongoing, existing efforts that are similar or related to the planned project. How will you coordinate efforts to maximize effectiveness of grant funds? How will you ensure that all project participants remain committed to the project's success? Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

It is in the Dallas community's best interest for partnerships to exist, be strong and sustainable, and provide the high-quality care and education children need. Dallas ISD is building on a strong history of partnering with community-based providers to expand those partnership opportunities to serve more children and support more providers. Commitment to sustain the partnerships is further exemplified by the following:

- Partnership agreements and contracts are multi-year arrangements. As shown in the attached, the contract for educational services with Vogel Alcove is a five-year commitment, with renewal options;
- The draft SRI PLUS contract, the new partnership model the grant will support, can potentially extend up to nine years;
- The work of the advisory council and the time investment that group has put in to developing a stronger partnership model also reveals the long-term commitment and desire to see partnerships be more successful;
- Dallas ISD already spends more than \$6 million on its existing partnerships, showing that the district is committed to this work;
- Dallas ISD has adopted an early learning strategy that calls for an additional \$6 million in funding for early learning every year.

This work for the Dallas community takes the long view. The commitment is to the future and ensuring children are prepared and families have viable, quality options.

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		S	chedule #15—Project Evaluat	ion	
Cou	unty-district number or vendor ID: 0	5790	5	Amendment # (for amendments only):	
effe	t 1: Evaluation Design. List the material cities of project strategies, included in the provided in the provid	uding	the indicators of program accor	mplishment that are associated with each.	
#	Evaluation Method/Process		Associated Indi	cator of Accomplishment	
	Change in number of	1.	Number of additional partnersh		
1.	partnerships	2.	Number of total SRI PLUS partnership classrooms in 2017-18		
		3.	Number of centers applying to		
	Ob i!i i	1.	Number of additional children	served in partnership PreK classrooms	
2.	Change in enrollment in partnerships	2.	Number of total children enroll	ed in Dallas ISD PreK	
	partiferships	3.	Number of total children serve	d in partnership PreK classrooms	
************		1.	Baseline CLASS data from par	rtnership classrooms	
3.	Quality regions	2.	Comparison to CLASS data from	om existing partnership & Dallas ISD	
J .	Quality review		classrooms		
		3.			
**********		1.			
4.		2.			
		3.			
~~~					

Part 2: Data Collection and Problem Correction. Describe the processes for collecting data that are included in the evaluation design, including program-level data such as program activities and the number of participants served, and student-level academic data, including achievement results and attendance data. How are problems with project delivery to be identified and corrected throughout the project? Response is limited to space provided, front side only. Use Arial font, no smaller than 10 point.

As mentioned above, Dallas ISD is committed to continuous quality improvement. Data collection comes about through:

- Student level progress monitoring: every PreK student is progress monitored with CIRCLE, in line with the quality expectations established by HB 4. This is done beginning-, middle-, and end-of-year. Like every district, there is a student information system that monitors enrollment, attendance, etc.;
- Classroom level quality observations; every PreK classroom (both campus-based and partnership
  classrooms) are observed using CLASS. These observations are conducted by Southern Methodist University
  and are completed once in the fall and once in the spring. In addition, the early learning coaches conduct
  informal observations of classrooms to guide the development of action plans for each classroom;
- District level program evaluation: the district's evaluation and assessment team conducts annual evaluations
  of early learning programs. These evaluations are focused on standardized assessment results from the
  kindergarten entry assessment (iStations' Indicators of Progress) and other literacy and mathematics
  assessments taken through 2nd grade; and
- Community feedback: through multiple formal and informal settings the district and early learning team are receiving continual feedback on how to improve program quality and offerings to families.

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	Schedule #18—Equitable Access and Participation						
County	y-District Number or Vendor ID: 057905	Amendment	number (for a	amendments	only):		
No Ba	rriers	(C)		*******************************	***************************************		
#	No Barriers		Students	Teachers	Others		
000	The applicant assures that no barriers exist to equita participation for any groups	ble access and					
Barrie	r: Gender-Specific Bias						
#	Strategies for Gender-Specific B	lias	Students	Teachers	Others		
A01	Expand opportunities for historically underrepresented participate	ed groups to fully	$\boxtimes$	×			
A02	Provide staff development on eliminating gender bia	5					
A03	Ensure strategies and materials used with students of gender bias	do not promote	$\boxtimes$	⊠			
A04	Develop and implement a plan to eliminate existing of effects of past discrimination on the basis of gender	discrimination and the					
A05	Ensure compliance with the requirements in Title IX Amendments of 1972, which prohibits discrimination gender	on the basis of	$\boxtimes$	$\boxtimes$			
A06	Ensure students and parents are fully informed of the responsibilities with regard to participation in the pro-		$\boxtimes$	$\boxtimes$			
A99	Other (specify)						
Barrie	r: Cultural, Linguistic, or Economic Diversity						
#	Strategies for Cultural, Linguistic, or Econo	omic Diversity	Students	Teachers	Others		
B01	Provide program information/materials in home langu	uage	$\boxtimes$	$\boxtimes$			
B02	Provide interpreter/translator at program activities			$\boxtimes$			
B03	Increase awareness and appreciation of cultural and linguistic diversity through a variety of activities, publications, etc.		×	Ø			
B04	Communicate to students, teachers, and other prograppreciation of students' and families' linguistic and		$\boxtimes$	$\boxtimes$			
B05	Develop/maintain community involvement/participation activities	on in program	$\boxtimes$				
B06	Provide staff development on effective teaching strat populations	egies for diverse	$\boxtimes$	×			
B07	Ensure staff development is sensitive to cultural and and communicates an appreciation for diversity	linguistic differences	$\boxtimes$	$\boxtimes$			
B08	Seek technical assistance from education service ce assistance center, Title I, Part A school support team						
B09	Provide parenting training				$\boxtimes$		
B10	Provide a parent/family center						
B11							
	Schedule #18—Equitable Access and Participation (cont.)						
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County	County-District Number or Vendor ID: 057905 Amendment number (for amendments only):						
Barrier: Cultural, Linguistic, or Economic Diversity (cont.)							
#	Strategies for Cultural, Linguistic, or Economic Diversity	Students	Teachers	Others			
B12	Offer "flexible" opportunities for parent involvement including home learning activities and other activities that don't require parents to come the school	to 🗆		$\boxtimes$			
B13	Provide child care for parents participating in school activities						
B14	Acknowledge and include family members' diverse skills, talents, and knowledge in school activities			$\boxtimes$			
B15	Provide adult education, including GED and/or ESL classes, or family literacy program						
B16	Offer computer literacy courses for parents and other program beneficiaries						
B17	Conduct an outreach program for traditionally "hard to reach" parents			$\boxtimes$			
B18	Coordinate with community centers/programs						
B19	Seek collaboration/assistance from business, industry, or institutions of higher education			$\boxtimes$			
B20	Develop and implement a plan to eliminate existing discrimination and the effects of past discrimination on the basis of race, national origin, and color	e		$\boxtimes$			
B21	Ensure compliance with the requirements in Title VI of the Civil Rights Action of 1964, which prohibits discrimination on the basis of race, national origin, and color	ot 🛮 🖂	$\boxtimes$	$\boxtimes$			
B22	Ensure students, teachers, and other program beneficiaries are informed of their rights and responsibilities with regard to participation in the program		$\boxtimes$				
B23	Provide mediation training on a regular basis to assist in resolving disputes and complaints						
B99	Other (specify)						
Barrier	r: Gang-Related Activities						
#	Strategies for Gang-Related Activities	Students	Teachers	Others			
C01	Provide early intervention						
C02	Provide counseling						
C03	Conduct home visits by staff						
C04	Provide flexibility in scheduling activities						
C05	Recruit volunteers to assist in promoting gang-free communities	<u> </u>					
C06	Provide mentor program						
C07	Provide before/after school recreational, instructional, cultural, or artistic programs/activities						

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	Schedule #18—Equitable Access and Participation (cont.)							
County	-District Number or Vendor ID: 057905	Amendmen	number (for a	amendments	only):			
Barrie	Barrier: Gang-Related Activities (cont.)							
#	Strategies for Gang-Related Activ	ities	Students	Teachers	Others			
C08	Provide community service programs/activities							
C09	Conduct parent/teacher conferences							
C10	Strengthen school/parent compacts							
C11	Establish collaborations with law enforcement agenci	es						
C12	Provide conflict resolution/peer mediation strategies/p							
C13	Seek collaboration/assistance from business, industry higher education							
C14	Provide training/information to teachers, school staff, with gang-related issues	and parents to deal						
C99	Other (specify)							
Barrie	r: Drug-Related Activities							
#	Strategies for Drug-Related Activi	ities	Students	Teachers	Others			
D01	Provide early identification/intervention							
D02	Provide counseling							
D03	Conduct home visits by staff							
D04	Recruit volunteers to assist in promoting drug-free so communities	hools and						
D05	Provide mentor program							
D06	Provide before/after school recreational, instructional programs/activities	, cultural, or artistic						
D07	Provide community service programs/activities							
D08	Provide comprehensive health education programs							
D09	Conduct parent/teacher conferences							
D10	Establish school/parent compacts							
D11	Develop/maintain community collaborations							
D12	Provide conflict resolution/peer mediation strategies/	-						
D13	Seek collaboration/assistance from business, industrible higher education	y, or institutions of						
D14	Provide training/information to teachers, school staff, with drug-related issues	and parents to deal						
D99	Other (specify)							
Barrie	r: Visual Impairments							
#	Strategies for Visual Impairmen	ts	Students	Teachers	Others			
E01					$\boxtimes$			
E02	Provide program materials/information in Braille				$\boxtimes$			
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	Schedule #18—Equitable Acce	ess and Participation	i (cont.)	····				
County	County-District Number or Vendor ID: 057905 Amendment number (for amendments only):							
Barrie	Barrier: Visual Impairments							
#	Strategies for Visual Impairment	S	Students	Teachers	Others			
E03	Provide program materials/information in large type				$\boxtimes$			
E04	Provide program materials/information in digital/audio				$\boxtimes$			
E05	Provide staff development on effective teaching strate impairment	gies for visual						
E06	Provide training for parents							
E07	Format materials/information published on the interne accessibility	t for ADA						
E99	Other (specify)							
Barrie	r: Hearing Impairments							
#	Strategies for Hearing Impairmen	ts						
F01	Provide early identification and intervention				$\boxtimes$			
F02	Provide interpreters at program activities		$\boxtimes$	$\boxtimes$	$\boxtimes$			
F03	Provide captioned video material							
F04	Provide program materials and information in visual for	ormat						
F05	Use communication technology, such as TDD/relay							
F06	Provide staff development on effective teaching strate impairment	gies for hearing						
F07								
F99	F99 Other (specify)							
Barrie	r: Learning Disabilities							
#	Strategies for Learning Disabilitie	es .	Students	Teachers	Others			
G01	Provide early identification and intervention		$\boxtimes$		$\boxtimes$			
G02	Expand tutorial/mentor programs							
G03	Provide staff development in identification practices a teaching strategies	nd effective			×			
G04	Provide training for parents in early identification and	intervention						
G99	Other (specify)							
Barrie	r: Other Physical Disabilities or Constraints							
#	Strategies for Other Physical Disabilities or		Students	Teachers	Others			
H01	Develop and implement a plan to achieve full participa with other physical disabilities or constraints	ation by students			×			
H02	Provide staff development on effective teaching strate	egies			$\boxtimes$			
H03	H03 Provide training for parents							
H99	Other (specify)							
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Change	es on this page have been confirmed with:	On this date.						

	Schedule #18—Equitable Access and Participation (cont.)							
	County-District Number or Vendor ID: 057905 Amendment number (for amendments only):							
Barrie	Barrier: Inaccessible Physical Structures							
#	Strategies for Inaccessible Physical Structures		Students	Teachers	Others			
J01	Develop and implement a plan to achieve full participation by stude with other physical disabilities/constraints	nts			×			
J02	Ensure all physical structures are accessible				X			
J99	Other (specify)							
Barrie	r: Absenteeism/Truancy							
#	Strategies for Absenteeism/Truancy		Students	Teachers	Others			
K01	Provide early identification/intervention		$\boxtimes$	$\boxtimes$	$\boxtimes$			
K02	Develop and implement a truancy intervention plan				$\boxtimes$			
K03	Conduct home visits by staff							
K04	Recruit volunteers to assist in promoting school attendance							
K05	Provide mentor program							
K06	Provide before/after school recreational or educational activities							
K07	Conduct parent/teacher conferences			$\boxtimes$				
K08	Strengthen school/parent compacts							
K09	Develop/maintain community collaborations							
K10	Coordinate with health and social services agencies							
K11	Coordinate with the juvenile justice system							
K12	Seek collaboration/assistance from business, industry, or institution higher education	s of						
K99	Other (specify)							
Barrie	r: High Mobility Rates							
#	Strategies for High Mobility Rates		Students	Teachers	Others			
L01	Coordinate with social services agencies				$\boxtimes$			
L02	Establish collaborations with parents of highly mobile families							
L03	Establish/maintain timely record transfer system							
L99	Other (specify)							
Barrie	r: Lack of Support from Parents							
#	Strategies for Lack of Support from Parents		Students	Teachers	Others			
M01	Develop and implement a plan to increase support from parents				$\boxtimes$			
M02	Conduct home visits by staff							

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	Schedule #18—Equitable Access and Participa	ation (cont.)					
County-District Number or Vendor ID: 057905 Amendment number (for amendments only):							
Barrier: Lack of Support from Parents (cont.)							
#	Strategies for Lack of Support from Parents		Teachers	Others			
M03	Recruit volunteers to actively participate in school activities						
M04	Conduct parent/teacher conferences						
M05	Establish school/parent compacts						
M06	Provide parenting training						
M07	Provide a parent/family center						
M08	Provide program materials/information in home language						
M09	Involve parents from a variety of backgrounds in school decision makin	g 🗆					
M10	Offer "flexible" opportunities for involvement, including home learning activities and other activities that don't require coming to school			×			
M11	Provide child care for parents participating in school activities						
M12	Acknowledge and include family members' diverse skills, talents, and knowledge in school activities						
M13	Provide adult education, including GED and/or ESL classes, or family literacy program						
M14	Conduct an outreach program for traditionally "hard to reach" parents						
M15	Facilitate school health advisory councils four times a year						
M99	Other (specify)						
Barrier: Shortage of Qualified Personnel							
#	Strategies for Shortage of Qualified Personnel	Students	Teachers	Others			
N01	Develop and implement a plan to recruit and retain qualified personnel			$\boxtimes$			
N02	Recruit and retain personnel from a variety of racial, ethnic, and langua minority groups	ige 🔲		$\boxtimes$			
N03	Provide mentor program for new personnel						
N04	Provide intern program for new personnel						
N05	Provide an induction program for new personnel						
N06	Provide professional development in a variety of formats for personnel						
N07	Collaborate with colleges/universities with teacher preparation program	ıs 🔲					
N99	Other (specify)						
Barrier: Lack of Knowledge Regarding Program Benefits							
#	Strategies for Lack of Knowledge Regarding Program Benefits	Students	Teachers	Others			
P01	Develop and implement a plan to inform program beneficiaries of program activities and benefits		$\boxtimes$	$\boxtimes$			
P02	Publish newsletter/brochures to inform program beneficiaries of activities and benefits	es 🗆	$\boxtimes$	$\boxtimes$			
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Schedule #18—Equitable Access and Participation (cont.)							
	County-District Number or Vendor ID: 057905 Amendment number (for amendments only):						
Barrier: Lack of Knowledge Regarding Program Benefits (cont.)							
#	Strategies for Lack of Knowledge Regarding Pr		Students	Teachers	Others		
P03	Provide announcements to local radio stations, newspappropriate electronic media about program activities/				$\boxtimes$		
P99	Other (specify)						
Barrie	r: Lack of Transportation to Program Activities						
#	Strategies for Lack of Transportati	ion	Students	Teachers	Others		
Q01	Provide transportation for parents and other program activities	beneficiaries to					
Q02	Offer "flexible" opportunities for involvement, including activities and other activities that don't require coming	to school					
Q03	Conduct program activities in community centers and locations	other neighborhood					
Q99	Other (specify)						
Barrie	r: Other Barriers						
#	Strategies for Other Barriers		Students	Teachers	Others		
	Other barrier		П	П			
Z99	Other strategy				<b></b>		
700	Other barrier		П				
Z99	Other strategy				<u></u> J		
Z99	Other barrier						
299	Other strategy			<b></b>	<u></u>		
Z99	Other barrier				П		
233	Other strategy						
Z99	Other barrier		П		П		
	Other strategy		<u> </u>		II		
Z99	Other barrier						
	Other strategy				30000000000000000000000000000000000000		
700	Other barrier						
	Other strategy						
Z99	Other barrier						
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Z99	Other barrier Z99						
	Other strategy		_ic_icasimpraction				
Z99 Other barrier Other strategy							
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